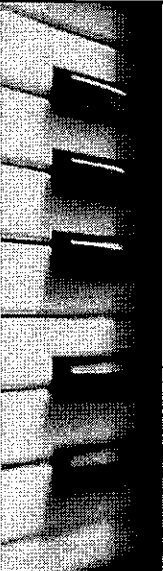


## *Pa Career Standards Website*

### Career Development

Keys to building an effective program

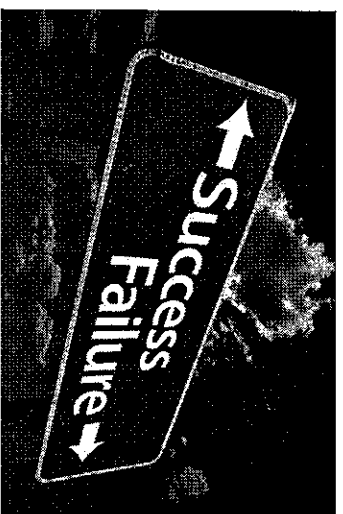


Karen Rubican, MS.ED, NCC,  
LPC

- Canon-McMillan School District, Aug 2009
- Background
  - BA Psychology, California University of PA
  - MS.ED Community Counseling, Duquesne Univ.
- Licensed in PA as Professional Counselor
- Certifications:
  - Child Welfare
  - School Counseling
  - Advanced Graduate Study
  - National Board Counseling

Review the 13 effective practices  
Explore assessment-pre and post program  
Identify your natural partners in career development  
Develop an implementation plan

### OBJECTIVES



Career Development makes a difference in the lives of students.

Pacareerstandards.com

### 13 EFFECTIVE PRACTICES

Facilitate Integration within a  
variety of existing K-12  
Sources

- Key takeaway: Don't have to go this alone
- Career development doesn't happen in a vacuum
- Opportunities for integration?
  - English, Social Studies, Family and Consumer Science, Business...any area that excites and motivates students!

*CEW/Crosswalk to Academic.*

*Entrepreneurship (Smart Futures)*

### Develop stand-alone courses

- Which departments?
- Guidance (particularly in younger grades)
- Family and Consumer Science
- Business
- Special Education
- Social Studies

### Engage Stakeholders

- Students
- Business Partnerships
- Community Agencies and Organizations
- School Personnel
- Parents
- Taxpayers

*Catalyst Connections*

### Engage Stakeholders

- Key questions to be able to answer:
  - Parents:
    - How will this help my student academically?
    - How will this help my student in the future?
  - Businesses/Agencies/Organizations:
    - What's in it for me?
    - How will this benefit my strategic plan goals?

### Engage Stakeholders

- School Personnel:
  - Will this cause more work?
  - Whose job is it?
  - How does it fit with my mission, priorities, strategies, standards?
  - Will my students have better PSSA scores?

*Kuder Bridges careercruising.com  
Keys 2 work Career Pathways*

### Provide opportunities for linkages to world of work

- Job shadow
- Cooperative education
- Internships
- Apprenticeships
- Career expos
- Career days
- Classroom speakers
- Field Trips

### Provide opportunities for linkages to world of work

- | <i>Free/absorbable cost</i>                    | <i>Possible cost</i>            |
|--|---------------------------------|
| • Job shadow (student provides transportation) | • Field trips (transportation)  |
| • Classroom speakers                           | • Internships                   |
| • Career Day                                   | • Apprenticeships               |
| • Cooperative education                        | • Career Expos (transportation) |

## Integrate computerized career development software and web-based resources

- |  |   |
|--|---|
| <i>Free resources</i>  | <i>Paid resources</i>   |
| <ul style="list-style-type: none"> <li>• <a href="http://www.paccareerstandards.com">www.paccareerstandards.com</a></li> <li>• <a href="http://www.paccareerzone.com">www.paccareerzone.com</a></li> <li>• <a href="http://www.educationplan.net.org">www.educationplan.net.org</a></li> </ul> | <ul style="list-style-type: none"> <li>• Kuder</li> <li>• Bridges</li> <li>• Keys2work</li> </ul> |

## Integrate computerized career development software and web-based resources

- Benefits-
- Objective information
- Anytime, anywhere accessibility
- "Expert" information and advice-leery parents and students may embrace input

## Institute Career Pathways Model or Career Academies

- Of all the thirteen effective practices, probably the most challenging to implement—but with the most possible gains.
- Reorganize schools; departments change from English or Science to STEM, Human Services, etc.

## Link career development with character education

- |   |  |
|---|--|
| <b>Character Traits</b>   | <b>Soft Skills</b>   |
| <ul style="list-style-type: none"> <li>• Trustworthiness</li> <li>• Caring</li> <li>• Respect</li> <li>• Responsibility</li> <li>• Fairness</li> <li>• Citizenship</li> </ul> | <ul style="list-style-type: none"> <li>• Hard working</li> <li>• Good listener</li> <li>• Problem-solver</li> <li>• Team player</li> <li>• Honest</li> <li>• Ethical</li> <li>• Trustworthy</li> <li>• Reliable</li> </ul> |

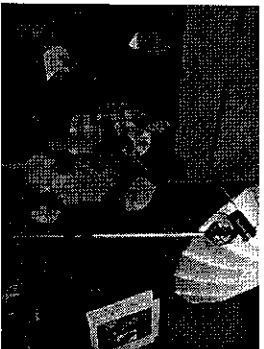
## Establish advisory and career-oriented mentoring programs

- Advisory programs
  - Use engaged stakeholders
  - Use the advisors to resolve issues, invite colleagues, network
- Mentoring Program
  - Link students with mentors in their desired profession
  - Link students with college students

## Provide systematic instruction in requisite lifelong learning and workplace skills

- Could take place in stand-alone courses
- Career Day
- Study Skills Group
- Soft Skills Group
- Exposure to community based activities

*Smart Futures*



Career Fair 2010: Arts and Humanities

### Implement a Career Portfolio process

- CEWS
- Develop a chronological process of developing and maintaining core portfolio components; ie, resume, vision statement, cover letter
- Develop a means for identifying solid work, updating as work improves
- Skill builder, confidence booster

### Develop a Career-Based graduation project

- "Because"
- Allow for various types of projects to support students' strengths and interests
- Utilize external workforce development professionals in the review/presentations by students
- Provides relevance to the experience

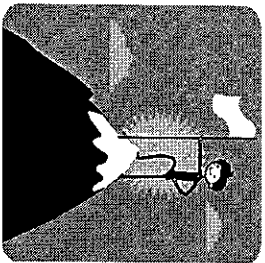
### Build curriculum and opportunities addressing Entrepreneurship

- NITE *Competition.*
- Seek out opportunities to give students real-life projects
- Adventures in Technology/Catalyst Connections
- The Future is Mine

### Establish a formal transition process for all students

- "Transition" associated with IDEA
- Universal benefit
- Develop a transition process for all, which includes goal setting, timeline development, checklist and final report. Build in student accountability for outcomes.

Why????



We want all of our students to  
achieve their dreams